



MISSOURI DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION  
OFFICE OF CHILDHOOD - CHILD CARE COMPLIANCE

COMPLAINT INVESTIGATION OF  
SUBSTANTIATED STATUTE OR RULE VIOLATIONS

DATE OF REPORT  
2/16/2022

DVN  
000408124

**FACILITY NAME**

BRIGHT BEGINNING LEARNING CENTER

**FACILITY ADDRESS**

1549 W MAIN ST

**CITY**

FESTUS

**ZIP CODE**

63028

**PHONE NUMBER**

(636) 937-8902

**COUNTY**

JEFFERSON

**ASSIGNED SPECIALIST**

GRAHAM, JESSICA

**RULE/STATUTE VIOLATION(S)**

**VIOLATION(S)**

5 CSR 25-500.122(1)(A)

All persons working in a day care facility in any capacity during child care hours, including volunteers counted in staff/child ratios, shall be in good physical and emotional health with no physical or mental conditions which would interfere with child care responsibilities. These persons shall have a medical examination report, signed by a licensed physician or registered nurse who is under the supervision of a licensed physician, on file at the facility at the time of initial licensure or within thirty (30) days following employment.

**CONCLUSION SUMMARY**

On February 28, 2022, Compliance Inspector (CI) Jessica Graham investigated the allegation that Carrie Stillman is the infant room teacher and has fallen asleep in the infant room multiple times while holding babies. This allegation is substantiated based on the following rule violation:

5 CSR 25-500.122(1)(A) which states: "All persons working in a day care facility in any capacity during child care hours, including volunteers counted in staff/child ratios, shall be in good physical and emotional health with no physical or mental conditions which would interfere with child care responsibilities. These persons shall have a medical examination report, signed by a licensed physician or registered nurse who is under the supervision of a licensed physician, on file at the facility at the time of initial licensure or within thirty (30) days following employment."

On February 23, 2022, Amy Stegall, director, stated that the facility is aware that Ms. Carrie has had episodes of falling asleep while caring for children. Ms. Carrie is being evaluated by a doctor and taking medication at this time for the condition. Ms. Carrie has been working in the infant and toddler unit and they have been making accommodations for Ms. Carrie to keep her active during the down times. Recently a staff member informed her that Ms. Carrie was falling asleep in the classroom. There is video footage of the episode.

On February 28, 2022, CI Graham viewed video footage with Director Amy Stegall. This footage had been recorded onto Ms. Amy's phone from the monitor recording before the system deleted. This was the only section of footage available.

Video footage was from February 16, 2022, at 12:28:17pm.

- Ms. Carrie was sitting in a chair next to three toddlers who were eating.
- One child was in a high chair, the other two were in regular chairs.
- Ms. Carrie is seen with her head down.
- Timestamp 12:29:38 her head drops as if falling asleep.
- Timestamp 12:29:52 Ms. Carrie lifts her head back up and starts talking.

On February 28, 2022, Barbara Clack, owner, stated that Ms. Carrie was terminated on February 23, 2022 due to her inability to care for the children because of a medical condition. She stated that she was aware that Ms. Carrie was having issues regarding her falling asleep but was not aware that it was happening as frequent as it was. After hearing of the concerns, Ms. Barbara watched video footage and noted that Ms. Carrie had dozed off four different times in one day while being in the classroom with the toddlers. One time she was holding a baby.

Kayla Branch, caregiver, stated that she worked in the classroom with Ms. Carrie and noticed a few times that Ms. Carrie had

nodded of while working. One time she saw her nod off while sitting in a chair next to the children , one she was holding a baby and feeding it a bottle. Over the summer she saw Ms. Carrie sitting in the grass holding a baby and she nodded off. Sometimes she would have to nudge Ms. Carrie to get her to wake up, other times she would wake when she heard voices. Ms. Kayla had mentioned her concerns of Ms. Carrie falling asleep to Ms. Amy a few weeks prior.

On March 2, 2022, Carrie Stillman, caregiver, stated that she started having sleep issues after working at the facility for a while. She said that it was unpredictable when she would fall asleep. She said that after Ms. Amy, director, was aware, they changed her schedule around to be gone during nap time and to make sure that she was up moving around in the classroom. Ms. Carrie stated that she was usually working in the infant and toddler unit with four babies on one side of the half wall and two other caregivers on the other side with their class. Ms. Carrie stated that she has been terminated due to her inability to care for the children because of her medical condition.

## CORRECTIVE MEASURES

CORRECTIVE MEASURE	COMPLETED (Y/N)	COMPLETED DATE
	No	

### DISPOSITION

SUBSTANTIATED

### DISPOSITION DATE

4/17/2022

### APPROVING SUPERVISOR

CHRISCO, MARLA L